CEO – job description

Job title: CEO
Reporting to: Board of Trustees.
Salary: £90,000 - £105,000, including London weighting.
Location: Our main office is in London (near King's Cross). We support remote working but recognise the importance of staff meeting in person for work and social purposes. We aim to find a happy balance between the two. We actively encourage applications from candidates based across the UK.
Contract: Permanent.
Benefits: 36 days' leave pro rata, inclusive of bank holidays, employer contribution to pension, flexible working with the opportunity to work from home.
Hours: Full time.

Role description

The CEO of Get Further will be an optimistic and tenacious leader, with the vision and ambition to guide the charity through its transition from a founder-led organisation to one that sets a national standard for English and maths interventions in post-16 education.

They will bring a deep knowledge of further education and the wider policy and funding landscape, alongside a strong understanding of the third sector. They will use its expertise to scale impactful programmes, build strategic partnership, strengthen fundraising and shape Get Further's policy and advocacy agenda.

Working closely with the Deputy CEO, COO, wider Senior Management Team and the Board of Trustees, the CEO will ensure Get Further delivers strong outcomes for disadvantaged young people in further education, whilst embedding the organisation's values and fostering a culture of high aspiration, collaboration and shared responsibility.

Key responsibilities

Leadership and strategy

- Build and lead a strong senior leadership and staff team at get further as it transitions from a founder-led charity to the next stage of its development and growth.

- Act as an internal and external ambassador for the charity, embodying its culture and modelling its values, and ensuring Get Further fulfils its mission to set a national standard for supporting young people from disadvantaged backgrounds in FE to achieve gateway qualifications in English and maths.

- Establish, maintain and develop relationships with funders, partners and other organisations, including trusts and foundations, college CEO/principals, ministers and officials in relevant government departments.

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- Shape and lead the delivery of the organisation's current five-year strategy while reviewing its operating model and developing an ambitious new strategy for delivering its mission beyond 2029.

Programme delivery, quality and impact

- Hold ambitious standards for programme quality and impact for young people and our partners and uphold Get Further's culture of reviewing evidence, reflecting, and delivering continuous improvement.

- Ensure the organisation delivers the most effective portfolio of evidence-informed, impactful programmes for young people.

- Lead the wider team to identify and develop new approaches to delivering positive outcomes in English and maths for young people, including, where relevant, through the judicious use of Artificial Intelligence.

- Sustaining the impact of our offer on the outcome of students with a laser like approach to quality of provision and impact on student outcomes.

Strengthening our financial stability

- Lead on income generation by maintaining an effective sales strategy that ensures we continue to deliver tuition programmes, curriculum products, and teacher training to organisations within the post-16 sector, including local authorities, Independent Training Providers, and colleges.

- Maintain existing and develop new relationships with philanthropic funders to build on our already strong base of external funding

- Lead the external relations team in internal and external communications, including marketing, thought leadership, public speaking, and advocacy campaigns to influence government in key policy areas for the young people we support.

Leading people, culture and operations

- Build and lead a high-performing Senior Management Team that embodies Get Further's values and is dedicated to delivering Get Further's mission.

- Working with the SMT to develop the organisation's resilience through the transition period to deliver our ambitious targets and secure the sustainability of the charity.

- Foster an ambitious, results-driven, inclusive, and collaborative culture aligned with Get Further's values and underpinned by ongoing feedback and reflection on individual and collective performance.

- Ensure operational excellence across financial management, HR, tutor recruitment, and digital systems.

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- Ensure the highest standards of safeguarding are observed across the organisation.

Governance and the Board

- Work with the Deputy CEO, COO and the charity's Board of Trustees and Committees to lead the charity, communicating progress against KPIs and challenges effectively, overseeing budgets and risk, and monitoring quality and impact.

- Ensure compliance with all legal, regulatory, and Charity Commission requirements.

- Work with the Chair and the Board of Trustees to develop and embed a governance culture of effective and ambitious strategic decision making.

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Person specification

Essential criteria

- Clear commitment to the work of the charity, its mission and its values.
- A demonstrable senior leadership track record, with at least three years' experience of delivering against ambitious targets across multiple departments or programmes.
- Experience of developing and delivering GCSE maths and English and other gateway qualifications, with deep understanding of curriculum and pedagogy. This should include knowledge of how best to support students with a wide range of starting points and needs to ensure they achieve the results they deserve.
- Deep knowledge and understanding of the post-16 education sector including the current challenges and opportunities with regards to delivery, funding and government policy.
- Demonstrable experience in exercising strategic development and sound judgement.
- Strong line management skills, including evidence of managing and developing teams and nurturing autonomous senior leaders.
- An ability to evidence strong interpersonal skills, with experience of managing diverse stakeholders including senior leaders, funders, politicians and/or policymakers.
- Experience of overseeing budgets similar or greater in scale to that of Get Further's, and of managing associated risks and contingencies.
- Demonstrable experience of sales capability within the education sector and/or fundraising.

Desirable criteria

- Experience of working in partnership with a Board of Trustees, Governors or Directors.
- Experience of leadership and management within a post-16 education provider such as general further education college, sixth form, independent training provider or local authority.
- Experience of leadership and management within a charity or third sector organisation.
- Demonstrable skills as a confident and impactful communicator both in written contexts and in public speaking.
- Direct classroom or education leadership experience, especially in English and/or maths in the further education sector.

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- Good knowledge and understanding of charitable status and legislation including safeguarding and GDPR.

- Experience of overseeing quality assurance processes and/or impact measurement.

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